

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

Category D			Category C			Category B		
Yrs. to Max.	Elem. Min.	R.C.S.S.	Elem. Min.	R.C.S.S.	Elem. Min.	R.C.S.S.	Elem. Min.	R.C.S.S.
4	13,500	17,945	(3)*	12,947	17,827	(5)	13,270	18,290
5	12,955	17,897	(17)	13,133	18,299	(3)	13,170	19,584
6	13,270	18,290	(28)	14,363	21,559	(3)	14,068	20,204
7	13,170	19,584	(28)	13,087	18,990	(3)	14,068	20,204
8	14,068	20,204	(28)	14,259	21,555	(3)	13,790	18,970
9	13,790	18,970	(28)	14,253	22,146	(3)	13,431	19,475
10	13,431	19,475	(28)	14,990	22,270	(3)	14,703	23,460
11	14,703	23,460	(28)	15,329	25,262	(3)	15,167	25,897
12	15,167	25,897	(28)	15,141	24,668	(3)	15,300	25,100
Average	13,242	18,631	13,196	18,556	14,279	21,559	14,214	21,626
							15,232	24,915
							15,290	24,594

Category A1/Group 1

Category A2/Group 2

Yrs. to Max.	Elem. Min.	Sec. Max.	R.C.S.S.	Yrs. to Max.	Elem. Min.	Sec. Max.	R.C.S.S.	
9	17,391	28,199	18,023	29,698	(2)	18,096	29,290	19,382
10	17,418	28,971	17,691	29,287	(28)	17,278	28,096	(2)
11	17,029	28,656	17,221	29,010	(28)	18,260	30,635	18,358
12	16,464	29,082	16,509	29,575	(28)	16,701	28,408	(28)
13	(4)	(4)	(28)	16,747	28,586	(28)	17,079	30,013
Average	17,212	28,822	17,474	29,228	16,980	28,586	17,987	30,515
							18,235	30,883
							17,841	30,163

Category A3/Group 3

Category A4/Group 4

Yrs. to Max.	Elem. Min.	Sec. Max.	R.C.S.S.	Yrs. to Max.	Elem. Min.	Sec. Max.	R.C.S.S.	
9	19,505	30,825	21,514	34,540	(2)	20,462	32,399	22,434
10	19,913	34,058	20,054	34,294	(28)	19,484	33,018	(2)
11	19,545	33,950	19,779	34,304	(28)	20,799	36,187	(28)
12	19,311	33,820	19,512	34,407	(28)	19,467	33,004	(28)
13	18,419	33,314	19,818	33,983	(28)	18,517	33,604	(28)
Average	19,516	33,825	19,817	34,306	19,403	33,259	20,504	36,031
							20,822	36,515
							20,271	35,278

*Number of grids

NOTES:
1. Salaries have not been weighted by the distribution of teachers on the grid.
2. Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

Method of Placement

TABLE 2 Method of Category Placement-Qualifications
Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No.	R.C.S.S. %	Elem. No.	R.C.S.S. %	Elem. No.	R.C.S.S. %
QECO 2	14	25.8	5	13.5	13	24.1
QECO 3	28	51.8	22	59.5	20	39.2
QECO 4	1	1.9	4	10.8	5	13.5
QECO 3 with \$ Qual.	1	1.9	-	0.0	1	1.9
QECO 2 and 3	1	1.9	-	0.0	1	1.9
QECO 2 and 4	1	1.9	-	0.0	1	1.9
QECO 4 with \$ Qual.	-	0.0	1	2.7	1	1.9
Outlined in Agree.	8	14.8	5	13.5	1	1.9

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Cert. #	Sec. No.	R.C.S.S. %
5	100	100.0

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	R.C.S.S. %	Sec. No.	R.C.S.S. %
Grid + Allow.	23	42.6	-	0.0

Criteria:	No Diff.	-
Sch. Type/Size	14	-
Irs. of Exp.	13	-
Sch. Type/Size and Exp.	4	-
Sch. Type/Size and Qual.	1	-
Sch. Type/Size and Qual. and Exp.	-	-
Sch. Type/Size and Qual. and Exp. and Qual.	2	-
Other	3	-

Sep. Grid	26	48.1	50	98.0	7	18.9
Criteria:						

Irs. of Exp.	14	39	2
Exp. and Qual.	2	-	1
Sch. Type/Size and Exp.	3	17	-

Sch. Type/Size and Exp. and Qual.	7	-	4
Teacher and Sep. Grids	-	0.0	-
Flat \$ Amt.	-	0.0	1

Not. Spec.	2	3.7	2	3.9	3	8.1
Agreements	54	100.0	51	100.0	37	100.0

Agreements

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Elem. No.	R.C.S.S. %	Sec. No.	R.C.S.S. %	R.C.S.S. %
Provision	13	24.1	20	39.2	5
Allow. Only	5	1.8	18	3.9	1
Fold-in Only*	1	1.9	5	1.8	1
Add'l. and Fold-in	4	4	4	4	4
Provision not In Effect	1	1.9	-	0.0	-
No Provision	40	74.0	31	60.8	32
Agreements	54	100.0	51	100.0	37

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance	Elem. No.	R.C.S.S. %	Sec. No.	R.C.S.S. %	R.C.S.S. %
Less than \$500	1	1.9	3	5.9	-
500-549	6	11.3	6	11.9	3
550-599	1	1.9	3	5.9	-
600-649	9	16.9	8	15.9	1
650-699	5	9.3	7	13.9	1
700-749	12	22.5	13	25.8	2
750-899	4	7.6	7	13.9	-
900 or more	2	3.7	2	3.9	-
No Allow.	14	26.3	2	3.9	30
Agreements	54	100.0	51	100.0	37

*May be supplemented through modifications and/or exemptions

TABLE 6 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	R.C.S.S. %	Sec. No.	R.C.S.S. %
Grid + Allow.	42	77.8	1	2.0
Criteria:				
No Diff.	19	1	10	-
Irs. of Exp.	13	-	4	-
Sch. Type/Size and Exp.	6	-	11	-
Sch. Type/Size and Qual.	2	-	6	-
Sch. Type/Size and Qual. and Exp.	1	-	1	-
Sch. Type/Size and Qual. and Exp. and Qual.	2	-	1	-
Other	2	-	1	-
Sep. Grid	10	18.5	47	92.1
Criteria:				
Irs. of Exp.	8	66	-	-
Exp. and Qual.	2	-	1	-
Sch. Type/Size and Exp.	-	-	1	-
Sch. Type/Size and Exp. and Qual.	-	-	1	-
Teacher and Sep. Grids	-	0.0	-	0.0
Flat \$ Amt.	-	0.0	1	2.0
Not. Spec.	2	3.7	2	3.9
Agreements	54	100.0	51	100.0

*May be supplemented through modifications and/or exemptions

TABLE 7 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	R.C.S.S. %	Sec. No.	R.C.S.S. %
Grid + Allow.	42	77.8	1	2.0
Criteria:				
No Diff.	19	1	10	-
Irs. of Exp.	13	-	4	-
Sch. Type/Size and Exp.	6	-	11	-
Sch. Type/Size and Exp. and Qual.	2	-	1	-
Teacher and Sep. Grids	-	0.0	-	0.0
Flat \$ Amt.	-	0.0	1	2.0
Not. Spec.	2	3.7	2	3.9
Agreements	54	100.0	51	100.0

*May be supplemented through modifications and/or exemptions

Employee Benefit Plans

TABLE 8 Board Subsidization of Employee Benefit Plans

Board Subsidy (%)	Elem. No.	R.C.S.S. %	Sec. No.	R.C.S.S. %
OHIP	1	1.8	-	0.0
20-25	1	1.8	2	3.9
20-60	2	3.7	2	3.9
75	13	24.3	10	19.6
80	8	14.8	4	7.8
85	1	1.8	2	3.9
90	4	7.4	9	17.6
95	1	1.8	-	0.0
100	21	39.2	25	49.1
Flat \$ Amt.	1	1.8	1	

A Provincial Overview



Collective Bargaining
between School Boards
and Teachers, 1981-82

Leave Plans (cont'd)

TABLE 12 Sabbatical			
	Elem. No. I	Sec. No. I	R.C.S.S. No. I
Provision	46	85.2	45 88.2
Min. Serv. Req'd.:			31 83.8
6	12	12	7
6	10	16	2
7	17	13	18
8, 10	2	3	1
Not Spec.	3	2	3
Basic Salary (%):			
60	5	6	4
65-70	8	7	3
75	19	18	19
80-100	11	10	4
Other	1	3	-
Not Spec.	2	1	2
Subseq. Serv. Req'd.:			
5	11	7	7
5	22	25	20
5	1	-	-
Other	3	12	2
Not Spec.	4	1	2
Det. of Max. No. of Leaves Spec.:			
% of Staff	12	6	-
No. of Staff	20	20	11
Ad. Discretion	6	10	18
Other	7	9	1
No Provision	8	14.8	6 11.8
Agreements	54 100.0	51 100.0	37 100.0

*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity			
	Elem. No. I	Sec. No. I	R.C.S.S. No. I
Provisions			
a) Maternity*	44	81.5	36 70.6
Max. Leave:			28 75.7
1 Sch. Yrs.	7	5	5
2 Sch. Yrs.	30	17	7
Other	7	14	16
b) Adoption	47	87.0	44 86.3
c) Paternity	24	44.4	21 41.2
Agreements	54 100.0	51 100.0	37 100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business			
	Elem. No. I	Sec. No. I	R.C.S.S. No. I
Provisions			
Leave			
Principals	7	13.0	28 35.3
Vice-Princ.	18	33.3	17 33.3
Other Pos.			16 43.2
Off. Resp.	7	13.0	33 64.7
Guide. Teachers	5	9.3	36 70.6
Para-Prof./			2 8.1
Teacher Aides	18	33.3	4 7.9
Secret'l Ass't.	9	16.7	11 29.7
Agreements	54 100.0	51 100.0	37 100.0

*Defined as 6 or more days.

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Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)			
	Elem. No. I	Sec. No. I	R.C.S.S. No. I
Class Size			
Provision	46	20.4	20 39.2
Min. Serv. Req'd.:			9 24.3
6	12	12	7
6	10	16	2
7	17	13	18
8, 10	2	3	1
Not Spec.	3	2	3
Basic Salary (%):			
60	5	6	4
65-70	8	7	3
75	19	18	19
80-100	11	10	4
Other	1	3	-
Not Spec.	2	1	2
Subseq. Serv. Req'd.:			
5	11	7	7
5	22	25	20
5	1	-	-
Other	3	12	2
Not Spec.	4	1	2
Det. of Max. No. of Leaves Spec.:			
% of Staff	12	6	-
No. of Staff	20	20	11
Ad. Discretion	6	10	18
Other	7	9	1
No Provision	8	14.8	6 11.8
Agreements	54 100.0	51 100.0	37 100.0

Surplus/Redundancy

TABLE 16 Surplus/Redundancy			
	Elem. No. I	Sec. No. I	R.C.S.S. No. I
Surplus/Redundancy			
Provision	46	88.9	50 98.0
Min. Serv. Req'd.:			37 100.0
6	12	12	7
6	10	16	2
7	17	13	18
8, 10	2	3	1
Not Spec.	3	2	3
Factors Considered:			
Status:	48	50	37
Mandatory Guideline	8	12	5
Spec. No.:	3	12	3
One	2	-	3
More than One	6	12	2
Combination	2	5	-
No Class Size	43	79.6	31 60.8
b) P.T.R.	28	51.9	34 66.7
Statue:			10 27.0
Mandatory Guideline	27	31	7
Spec. No.:	1	3	-
One	15	21	4
More than One	11	10	2
No. P.T.R.	26	48.1	17 33.3
Agreements	54 100.0	51 100.0	37 100.0

Vacancy/Transfer

TABLE 18 Vacancy/Transfer			
	Elem. No. I	Sec. No. I	R.C.S.S. No. I
Vacancy/Transfer Provisions	26	48.1	23 45.1
Advanc. Int.	48	50	37
Posting	17	8	5
Seniority Considered	15	10	7
Vacancy-Positions of Responsibility	26	48.1	19 51.0
Type of Contract	37	41	29
Qualifications	45	48	37
Effectiveness	7	17	18
Board Discret.	47	49	37
Other	3	4	6
Accommodation:			
Priority Transfer	47	48	30
Lmt. Displays.	14	20	8
Ultm. Displays.	9	12	5
Priority Reloc.	10	20	2
Options in Lieu of Layoff:			
Form. Supply	17	29	1
Restraining	7	12	-
Sabbatical	2	6	-
Spec. Assign.	1	3	2
Re-Aff.	-	-	-
Spousal Plan	-	2	-
Leave of Abs.	3	14	-
Def. Salary**	28	37	14
Rad. Teaching	14	50	5
Options at Layoff:			
Priority Summer / Oo-Night School	1	17	-
Priority Supply	11	21	8
Priority Recall	42	43	34
Separation Allow.	23	30	2
Early Retirement**	4	9	-
Other options	1	6	-
No Provision	6	11.1	1 2.0
Agreements	54 100.0	51 100.0	37 100.0

*Teacher salary grid data only.
**Additions italicized.

Vol. 3 No. 4

Education Relations Commission

March 1982

Negotiations Update

Settlements, 1982-83: As of March 19, 1982, 30 situations are settled for 1982-83, all of which are multi-year agreements reached in previous rounds of bargaining. Of the 27 agreements available for analysis, unweighted average Category AA/Group 4 minimum and maximum salaries are as follows:

Cat.A4/Grp.4	Elem.(1)	Sec.(8)	RCSS(8)
Minimum	\$22,434	\$23,070	\$22,604
Maximum	\$39,938	\$40,193	\$39,732

Settlements, 1981-82: As of March 19, 1982, 7 situations remain unsettled for 1981-82 (Elem., 4 Sec., and 2 RCSS). Of the 182 agreements available for analysis, average annualized on-grid salaries (weighted by the January 1981 grid distributions), excluding increment and cost of living (COL) payments, have increased over 1980-81 by the following percentage and dollar amounts:

1 Yr. or 1st Yr. of Multi-Yr.	2nd or 3rd Yr. of Multi-Yr.	All Agreements
(N=182) %	%	%
1981-82	1980-81	1980-81

Elementary (72)

COL 13.0 (\$3,267) 3 7.9 (\$1,915) 11 8.6 (\$2,107)

No COL 12.7 (\$3,145) 43 9.5 (\$2,338) 15 12.0 (\$2,968)

Total 12.7 (\$3,148) 46 8.9 (\$2,170) 26 11.5 (\$2,845)

Secondary (63)

COL 12.5 (\$3,651) 6 9.5 (\$2,811) 14 10.4 (\$3,053)

No COL 12.2 (\$3,483) 36 9.2 (\$2,762) 11 11.5 (\$3,322)

Total 12.3 (\$3,520) 42 9.4 (\$2,797) 25 11.0 (\$3,206)

RCSS(43)

COL 11.5 (\$2,695) 1 9.2 (\$2,170) 3 9.3 (\$2,190) 4

No COL 12.7 (\$2,988) 31 10.0 (\$2,338) 8 12.4 (\$2,920)

Total 12.7 (\$2,986) 32 9.6 (\$2,265) 11 12.1 (\$2,860)

Fourth in a series (see also Monographs #8, #13, and #18), average grid salaries for each cell on the grid weighted by the number of full-time equivalent teachers in each respective grid position, by board type and agreement year.

Monograph #23: Weighted On-Grid Average Salaries, 1980-81 and 1981-82

Based on information gathered by the Ministry of Education in its September Board and September Board Reports, a 6-year statistical profile of full-time equivalent enrolment, full-time equivalent school and central office teachers, a computed Pupil-Teacher Ratio (PTR) and absolute and percentage change in enrolment, teachers and PTR, 1976-1981. Statistics are reported by situation within Ministry Region by board type. Included are summary data for each year by region and board type. A rank ordering of PTR's by board type is available on request. All data are as of September 30.

Settled

Sanctions: Teachers have commenced full withdrawal of services in the following negotiating situations:

Last Offer (\$ to Reject	Strike (\$ in Favour)
West Parry Sound Sec.	98.3
Oxford Sec.	92.6
Carleton RCSS(OECTA)	92.0
Carleton RCSS(AEFO)	97.5
"Lakehead RCSS	97.5
Ottawa RCSS	97.8
"Sudbury RCSS	89.7

The Education Relations Commission
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MSR 318 (416) 922-7679

ISSN 0226-5508

1980-81

1981-82

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Summary of Fact Finding

The incidence of fact finding appointments, relative to the number of situations negotiating, declined again in 1981-82. Furthermore, a greater number of situations achieved settlement prior to the writing of the fact finder's report than in 1980-81. A comparison of the fact finding experience for 1980-81 and 1981-82 is set out below.

Fact Finding

1980-81	1981-82
Total Situations	200
Situations Negotiating	138
Appointments	44
Reports Written	35
Reports Public	28

Publications Available

- a) Included in this mailing:
- 1981-82 Individual Summaries: 6th Update
- 1981-82 Individual Summaries: 1st Update
- Annual Report, 1980-81

Available on request:

- Teacher Placement: January 31, 1982

Grid distributions of teachers, total staff and enrolments by negotiation situation includes summary data by Ministry Region and board type. Statistics show that, on a province-wide basis, full-time equivalent enrolment has decreased by almost 29 thousand (from 1,726,579 reported January 1981, to 1,698,379), and full-time equivalent staff has increased by 350 (from 98,333 to 98,683).

Monograph #23: Weighted On-Grid Average Salaries, 1980-81 and 1981-82

Fourth in a series (see also Monographs #8, #13, and #18), average grid salaries for each cell on the grid weighted by the number of full-time equivalent teachers in each respective grid position, by board type and agreement year.

Monograph #24: Pupil-Teacher Ratios, 1976-1981